

This is a draft Resource Map for the Department of Geoscience D+I Pod at UW Madison.

## Mentoring plan

- Increasing number of faculty in our department are creating expectations documents for use with their graduate students. These documents outline resources, expectations, timelines and alternative avenues for getting help.
- Our department's graduate advising committee is also creating a template for all MS and PhD committee meetings that will bring greater equity, transparency, and clarity to progressing through a graduate career in our department.

#### Core work resources

- Code-of-conduct our department distributes this to the community regularly
- Communication plan and expectations each PI/professor is responsible for how their lab/research group is run. Many of our faculty are choosing to create an expectations document for their students and postdocs. This also typically include expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)
- Reporting Policy our department has two faculty who serve as ombuds for the graduate students. These people are elected from the graduate student population each year. Staff and faculty are able to use a UW ombuds for assistance. Additionally, reporting resources are available at the University.
- Equipment where to find, fund individual gear like hiking boots, fund or provide access to sufficient "library" of hiking/camping/outdoor equipment
  - We have (and are building) a field gear library for all department members to be able to check out common gear (tents, hiking poles, rain gear)

## Community support and mental health resources

- Assistance finding accommodations, moving expenses/assistance
- Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
  - UW-Madison Resources for APIDA community members
  - UW-Madison Resources for Black community members
  - UW-Madison Resources for LGBTQ+ community members
  - UW-Madison Resources for undocumented students
  - UHS Mental Health Services website
  - UW-Madison ombuds website

- UW-Madison Geoscience student/faculty ombuds (department information)
- Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
- Connecting with cohorts, organizations, social clubs with common identities and/or interests
  - List of UW-Madison Geoscience clubs:
    - Geoscience Graduate Student Association (GGSA)
      - GeoPath (led by GGSA)
    - Association for Women Geoscientists (AWG)
    - American Association of Petroleum Geologists (AAPG)
    - Paleontology Club
- Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
  - UW-Madison Resources for APIDA community members
    - Lists APIDA-owned businesses in Madison
  - UW-Madison Resources for Black community members
    - Lists Black-owned businesses in Madison
  - UW-Madison Resources for LGBTQ+ community members
  - UW-Madison Resources for undocumented students
- Skillset support resources This is something that we are beginning to talk about and give some awareness to, but don't have department-wide scaffolding at this point.
  - What skills or experiences are required for their work/coursework? e.g., driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc.
  - What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
  - Do they need to know how to code? If so, what languages? (e.g., R, Matlab, Python) If they do not have this skill, what resources/training are available?
- Professional development resources This is another area that we are beginning to talk about and give some awareness to, but don't have department-wide scaffolding at this point. There are UW resources available but knowledge of them in our department is spotty.

Outline available resources for training/development or best practices in:

- Teaching/pedagogy
- Project management/budgeting
- Media training
- Proposal writing
- Public speaking
- Networking
- Design/drafting of figures using Adobe Suite/Python/ArcGIS
- Getting involved in professional societies

- Additional coursework
- o List fellowships, internships, summer experiences, field course opportunities
- Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network

#### Outreach resources

- Outline opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engaged in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts
  - Departmental organizations that welcome participation:
    - Department D+I Committee
    - GeoPath
    - Association of Women Geoscientists
- Explicitly acknowledge, discuss, and suggest policies to limit the "time tax" put on people of color for participation in Be A JEDI activities and support clear path for opting out
  - We have a basic awareness of this in our department, but no explicit policies have been developed
- Information on honoraria and establishing/charging speaker fees
  - This support doesn't exist in our department

# Reporting incidents of bias or hate

The University of Wisconsin–Madison values a diverse community where all members are able to participate fully in the Wisconsin Experience. Incidents of bias or hate affecting a person or group create a hostile climate and negatively impact the quality of the Wisconsin Experience for community members. UW–Madison takes such incidents seriously and will investigate and respond to reported or observed incidents of bias.

If an emergency has occurred please call 911.

https://doso.students.wisc.edu/report-an-issue/bias-or-hate-reporting/

https://msc.wisc.edu/